

## OVERVIEW OF OBSERVANCES

**The EEO Office coordinates the following observances:**

### **January**

3<sup>rd</sup> Monday

US Code as of : 01/26/98

Sec. 169j. Martin Luther King, Jr., Federal legal holiday

### **Dr. Martin Luther King, Jr. Birthday**

The Congress finds that: January 20, 1986, marks the first observance of the Federal Legal holiday, established by Public Law 98-144, honoring

Birthday of Martin Luther King, Jr.;

- such holidays should serve as a time for American to

Reflect on the principles of racial equality and nonviolent Social change espoused by Martin Luther King, Jr; and

- it is appropriate for the Federal Government to coordinate

Efforts with Americans of diverse backgrounds and with private organizations in the observance of the Federal legal holiday honoring Dr. Martin Luther King, Jr.

### **February**

1-28/29

### **African-American/Black History Month**

Authority: First Presidential Proclamation, Feb 76. The first ethnic observance was the brainchild of Carter G. Woodson, a noted African-American author and scholar. He established Negro History Week in 1926. The week evolved into a month-long celebration in 1976 and is observed every February.

**March**

1-31

**Women's History Month**

Authority: Public Law 100-9, March 87  
In 1981, Congress passed a joint resolution

proclaiming

March as Women's History Month based on a  
1978 model of Women's History Week  
established by California's Sonoma County  
Commission on the Status of Women.

**September/October Hispanic Heritage Month**

15 Sep – 15 Oct

US Code as of: 01/26/98

**Sec. 169f. National Hispanic Heritage Month**

The President is hereby authorized and  
requested to issue annual a proclamation  
designating the 31-day period beginning  
September 15 and ending on October 15 as  
"National Hispanic Heritage Month" and calling  
upon the people of the United States,  
especially the educational community, to  
observe such month with appropriate  
ceremonies and activities.

**October****National Disability Employment  
Awareness Month**

1-31

US Code as of: 01/26/98

Sec. 155. National Disability Employment  
Awareness Month hereafter the month of October in each year shall be  
designated as National Disability Employment Awareness Month.  
During such month appropriate ceremonies shall be held throughout  
the Nation, the purposes of which will be to enlist public support for  
and interest in the employment of otherwise qualified but workers with  
disabilities. The President is hereby requested to issue a suitable  
proclamation each year, and the Governors of States, mayors of cities,  
and heads of other instrumentalities of government, as well as leaders  
of industry, educational and religious groups, labor, veterans, women,  
farm, scientific and professional, and all other organizations and  
individuals at interest are invited to participate.